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File ID Number	21-0726
Introduction Date	3/24/2020
Enactment Number	21-0438
Enactment Date	3/24/2021 If



**OAKLAND UNIFIED
SCHOOL DISTRICT**
Community Schools, Thriving Students

Board Cover Memorandum

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Tara Gard, Chief of Talent

Meeting Date March 24, 2021

Subject Resolution No. 2021-0047 - In Support of Wages Equal to or Exceeding Community Wage Standards and Temporary Supports During the COVID-19 Pandemic

Ask of the Board Adoption of Resolution No. 2021-0047 - In Support of Wages Equal to or Exceeding Community Wage Standards and Temporary Supports During the COVID-19 Pandemic

Background The District believes all employees should be paid a wage that reflects the cost of living in Oakland, and for that reason supports the spirit of Oakland's higher wage standard. Additionally, in light of the COVID-19 Pandemic, the District may have an increased need for temporary support through December 31, 2021 in order to provide in person services to students.

Discussion The Resolution would increase the hourly rate from \$14.00 to \$14.85, effective as of the date of ratification, for certain employees (Food Service Assistants, Paraprofessionals, and Babysitters), and set an hourly rate of \$22.00, effective as of the date of ratification through December 31, 2021, as a temporary premium pay for certain employees (Paraprofessional Substitutes, Custodian Substitutes, and Babysitters) who provide or support in person instruction and services to students during the COVID-19 Pandemic.

Fiscal Impact To be determined based on need for hourly work.

Attachment

- Resolution No. 2021-0047 - In Support of Wages Equal to or Exceeding Community Wage Standards and Temporary Supports During the COVID-19 Pandemic

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT**

Resolution No. 2021-0047

**In Support of Wages Equal to or Exceeding Community Wage Standards and Temporary Supports
During the COVID-19 Pandemic**

WHEREAS, the State of California has set a minimum wage to ensure that all workers are paid a wage that allows for a basic standard of living;

WHEREAS, the Oakland Unified School District (“District” or “OUSD”) believes all employees should be paid a wage that reflects the cost of living in Oakland, and for that reason supports the spirit of Oakland’s higher wage standard;

WHEREAS, there is a need to acknowledge the work and commitment of all employees of the District, including unrepresented employees, confidential employees, and employees with employment contracts;

WHEREAS, there is a need to maintain a consistent compensation structure District-wide for continuity within the organization; and

WHEREAS, in light of the COVID-19 Pandemic, the District may have an increased need for temporary support through December 31, 2021 to provide in person services to students.

NOW, THEREFORE, BE IT RESOLVED, the Board of Education (“Board”) does hereby increase the hourly rate from \$14.00 to \$14.85, effective as of the date of ratification of this Resolution, for the following hourly and/or substitute unrepresented employees: Food Service Assistant Substitutes, Paraprofessional Substitutes, and Babysitters (hourly); and

BE IT FURTHER RESOLVED, the Board does hereby set an hourly rate of \$22.00, effective as of the date of ratification of this Resolution through December 31, 2021, as temporary premium pay for the following hourly and/or substitute unrepresented employees who support or provide in person instruction and services to students during the COVID-19 Pandemic: Paraprofessional Substitutes, Custodian Substitutes, and Babysitters (hourly).

PASSED AND ADOPTED by the Board of Education of the Oakland Unified School District this 24th day of March, 2021, by the following vote:

PREFERENTIAL AYE: **None**

PREFERENTIAL NOE: **None**

PREFERENTIAL ABSTENTION: **None**

PREFERENTIAL RECUSE: **None**

AYES: **Aimee Eng, VanCedric Williams, Gary Yee, Mike Hutchinson, Clifford Thompson
Vice President Benjamin "Sam" Davis and President Shanthi Gonzales**

NOES: **None**

ABSTAINED: **None**

RECUSED: **None**

ABSENT: **Samantha Pal (Student Director) and Jessica Ramos (Student Director)**

CERTIFICATION

We hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Board of Education of the Oakland Unified School District held on March 24,
 , 2021.

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By:	

OAKLAND UNIFIED SCHOOL DISTRICT



Shanthi Gonzales
President, Board of Education



Kyla Johnson-Trammell
Superintendent and Secretary, Board of Education